

**Meeting of the Cabinet – 29th October 2014**

**Report of the Director of Corporate Resources**

**Annual Review of Equality 2014**

**Purpose of Report**

1. To consider the annual review of equality for 2014, a full copy of which is available in the members' room and electronically on the Council's committee management information system (CMIS).

**Background**

2. An annual review of equality is prepared for the Cabinet. This gives an overview of progress in implementing equality objectives and progressing equality work.
3. The Council's current three-year equality scheme was approved by the Cabinet in March 2012. The scheme sets out the equality objectives that the Council has identified in response to the requirements of the specific public sector equality duties under the Equality Act 2010, along with a range of information around the Council's approach to equality. The annual review provides a summary of progress in implementing the scheme's objectives, along with other relevant information which includes analysis relating to the Council's workforce and employment record. This contributes to meeting the specific public sector equality duty to publish equality information that demonstrates how the council is meeting the general duty.
4. The 2014 review outlines significant progress against the majority of the published equality objectives. The review also notes that there have been no major changes to the public sector equality duty following the review carried out by the Government which reported twelve months ago. The Government has also not put forward any proposals to change the way challenges to how public authorities have met the duty are dealt with through judicial reviews, following its wider review of the judicial review process during the year.

5. The draft review was circulated to members of the Corporate Performance Management, Effectiveness and Efficiency Scrutiny Committee for comment, in line with its lead scrutiny role on corporate equality issues.

### **Finance**

6. Any costs which might be associated with responding to the issues raised in the report which cannot be met from within existing budgets will need to be assessed in due course.

### **Law**


7. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1<sup>st</sup> October 2010.
8. The general public sector equality duty under the Act came into force on 5<sup>th</sup> April 2011 requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
9. The Equality Act 2010 (Specific Duties) Regulations 2011 required public authorities to publish equality information by 31 January 2012 (and annually thereafter) and equality objectives by 5<sup>th</sup> April 2012 (to be reviewed at least every 4 years).

### **Equality Impact**

10. The review contains a range of information, monitoring data and analysis relating to the impact of the council's policies and practices on promoting equality and the achievement of equality objectives in relation to both services and employment. More information is given in the Directorate of Children's Services strategic plan on the promotion of equality relating to children and young people.

## **Recommendation**

11. It is recommended that the Cabinet approves the annual review of equality 2014.



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## **List of Background Papers**

Dudley MBC employment monitoring data